

# Appendix H

## New York Jobs and Workforce Plan

As stated in Section 2.2.10.4 of ORECRFP22-1, the Proposer must submit as part of the Proposal a New York Jobs and Workforce Plan (Plan). The Jobs and Workforce Plan should detail the impact and benefit to New York's offshore wind workforce with specific focus on recruiting and collaborating with skilled trades / labor unions, members of Disadvantaged Communities, Minority and Women Owned Business Enterprises (MWBES), and Service-Disabled Veteran-Owned Businesses (SDVOBs). It is strongly encouraged that Proposers review the latest [New York Clean Energy Industry Report](#).

The Plan will provide an overall approach and demonstrate a commitment to engaging New York's highly-skilled and well-trained union workforce in a way that maximizes opportunities for members of Disadvantaged Communities, MWBEs and SDVOBs. Offshore wind requires labor-intensive manufacturing, transport, and operation which creates abundant job opportunities across all aspects of the offshore wind development, deployment, and operations value chain. Approximately 40% of the workers in the utility sector in New York belong to a trade union. One in three members of the New York State construction workforce belongs to a trade or craft union. These unions offer Proposers the benefit of utilizing existing apprenticeship models with stringent schedules that include a heavy emphasis on practical and classroom health and safety training. Unions and offshore wind developers both derive respective benefits from working together. A successful Jobs and Workforce Plan ensures opportunities for union labor, provides necessary skills training, sets high safety standards, reduces timeline risk, and promotes a more diverse workforce.

A comprehensive New York Jobs and Workforce Plan will naturally improve over time. This submission with ORECRFP22-1 is intended to allow Proposer flexibility and room for growth as the project matures.

Specific actions outlined in the New York Jobs and Workforce Plan should be considered under the Project's Stakeholder Engagement Plan in Appendix F.

Proposers should identify how they intend to source labor and build clear career pipelines for job growth in New York State, as well as identify partnerships with workforce partners such as labor unions and labor-management joint training programs. Such partnerships can be through intermediaries, local workforce development boards or registered apprenticeship programs, universities, research institutions, or through other stakeholders. The Plan should further describe the qualitative value of the actions the Proposer intends to take. The Plan should address health and safety training and commitment to incident reporting and loss prevention. The Plan should describe the actions the Proposer intends to take to further diversity, equity, and inclusion principles, including good faith efforts to contract with MWBEs and SDVOBs.

Proposers are also free to provide figures related to indirect jobs and induced jobs in the Plan narrative, but for the avoidance of doubt, **only direct** Incremental Economic Benefits claims will count toward the project's evaluation and should feature in the Offer Data Form.

The quality and content of the New York Jobs and Workforce Plan will be evaluated as part of the New York Economic Benefits component of the scoring criteria. Proposers should endeavor to provide a complete and comprehensive approach to the topics described here. The Plan should clearly indicate how the Proposer intends to incorporate labor requirements set forth in the RFP, such as payment of Prevailing Wages, negotiating a Project Labor Agreement (PLA), adhering to Labor Peace Agreement (LPA) requirements, and maximizing opportunities for members of Disadvantaged Communities, MWBEs and SDVOBs. The Plan should articulate the potential cost savings that a PLA could offer to the Project, including a qualitative explanation of the major elements of a PLA that may offer project savings, schedule savings, shift expectations, labor harmony, training opportunities, and other benefits.

The submitted Plan must be organized in accord with the following subject areas. The Plan should be submitted as a word-searchable PDF file. Proposers should distinguish between job creation and job retention in existing manufacturing facilities. Detailed data within each section supporting job training, creation, retention, and other metrics should be consistent with the Economic Benefits Plan, but does not need to be repeated in the Economic Benefits Plan, which can instead reference the Jobs and Workforce Plan. Both the narrative Plan and the corresponding data as submitted in the Offer Data Form(s) and Supply Chain Investment Plan Data Form(s) will be used in the review and scoring of the Proposal. However, commitments made in the Jobs and Workforce Plan will only be scored to the extent that they are consistent with and cross referenced in the Proposer's Economic Benefit Plan or Supply Chain Investment Plan.

## **H.1 New York Jobs and Workforce Plan Summary**

The Proposer must briefly present their philosophy on workforce training and the recruitment of trained individuals for positions made available within the New York State offshore wind market. The Proposer may comment on perceived opportunities or challenges, existing research on the New York workforce, overall goals for jobs creation and retention, and any experience/partnerships/relationships with labor and workforce training development in New York State or similar environment. The Plan should include clear details as to how the Proposer will support equitable, statewide access to quality training, jobs, and economic opportunities across the offshore wind sector.

## **H.2 Labor Engagement**

Proposers must name a Labor Liaison in the Plan, who is instrumental in the Plan formation, and who will be engaged early in development to help identify and establish relationships with relevant Labor unions. The Labor Liaison's primary role will be to assist in establishing trust with New York State labor unions through continued collaborative communication and assisting in the creation of a PLA. The Labor Liaison will ensure that union labor and employees are correctly identified and engaged. This is an important first step to ensure that labor concerns and statewide coordination are considered in even the earliest stages of project development. A brief biography of the Labor Liaison should be provided to support an assessment of their subject matter expertise.

Plans should detail which labor unions have already been identified and if any partnerships exist presently or are planned. The Proposer must describe how, specifically, it will identify labor union

stakeholders relevant to both the onshore and offshore development, construction, and operation of the Project. The Proposer must also describe how it will communicate and work with labor unions and workforce training suppliers throughout project development including appropriate project milestones for labor engagement (i.e., prior to feasibility studies on PLAs, upon permitting, prior to hiring, etc.), construction, and operation.

At a minimum, Proposers should detail a plan to engage and begin negotiating a PLA with the unions whose members perform work in transmission and distribution, power generation, as well as the construction, operation and maintenance of power plants and port or marine infrastructure. Examples of unions and trade groups to establish consistent outreach with include, but are not limited to, Climate Jobs NY, the New York State Building and Construction Trades Council (and associated regional trades councils), Long Island Federation of Labor, the Utility Workers Union of America, International Brotherhood of Electrical Workers (IBEW), United Association of Plumbers, Pipefitters and Steamfitters, Laborers International Union of North America, U.S. Steel Workers, and the International Union of Operating Engineers, among others. Labor organizations such as the United Steelworkers, whose members currently manufacture components for onshore wind turbines, and the United Autoworkers are also recommended as part of the manufacturing needs Offshore Wind will create within the state. Further, within the PLA, Proposers shall include detailed proposed funding or partnerships that will provide access to training, internships, and recruitment for members of Disadvantaged Communities, as well as MWBEs and SDVOBs. Preference will be given to PLAs that include collaboration and funding for individuals who fall under one of these priority populations. Detailed communications plans should be included in Appendix F, the Stakeholder Engagement Plan.

Key labor unions have robust training programs that can be readily and swiftly adapted to offshore wind companies' skill needs, as long as Proposers are specific about those needs—including global safety certifications—and resources are made available to support that training. Details on how the Proposer intends to incorporate labor requirements set forth in the RFP, such as payment of Prevailing Wages, negotiating a PLA, adhering to LPA requirements, and maximizing opportunities for members of Disadvantaged Communities, NYS-Certified MWBEs, and NYS-Certified SDVOBs are required. Preference will be given to PLAs that incorporate maximizing opportunities for members of those priority populations.

### **H.3 Project Labor Agreements**

The Plan should articulate and quantify, to the extent possible, the potential cost savings that a PLA could offer to the Project. For example, building trades workers may begin construction at a port site or along a cable route and be organized to work longer night shifts. Alternatively, offshore laborers may work longer shifts of several weeks on a vessel to improve efficiency and reduce the number of trips to transport personnel. In total, teams of workers such as welders, electricians, carpenters, steelworkers, and painters may be paid by the hour at varying rates or at agreed upon Prevailing Wages. Detail how incorporating a PLA into the development, construction, and operation of the Project may offer project savings, schedule savings, shift expectations, labor harmony, training opportunities, and other benefits.

Preference will be given to Plans that detail training opportunities and recruitment for members of Disadvantaged Communities, MWBEs and SDVOBs.

Detailed metrics on jobs created, program funding, number of individuals trained and their geographic locations, grants or scholarships provided, recruitment numbers and jobs retained should be listed and cross referenced to the Offer Data Form(s) and Supply Chain Investment Plan Data Form(s) as described in Section H.6. Preference will be given to Plans that include commitments to Disadvantaged Communities, MWBEs and SDVOBs.

#### **H.4 Industry Wide Training and Education**

New York State presently has over \$100 million in public and private funding committed to the development and support of offshore wind workforce training. Examples of existing funded offshore wind workforce training entities include, but are not limited to, the Offshore Wind Training Institute; NYSERDA's Clean Energy Internships, Climate Justice Fellowship, and On the Job Training; the Upper Hudson Offshore Wind Workforce Development funding efforts, the National Offshore Wind Training Center (NOWTC) in Suffolk County; the Stony Brook University Advance Energy and Research Technology Center (AERTC); and existing community workforce benefit funding from procured NYS offshore wind projects. Further, IBEW has over 300 training centers across the country.

Proposers shall identify opportunities for collaborating, developing, investing in, or establishing partnerships with the New York State offshore wind workforce training efforts currently underway or in the planning stages. Proposers shall provide details on utilization or creation of workforce development programs including whether their proposed project will integrate pre-apprenticeship programs, registered apprenticeship programs, or other labor-management programs. The Plan must account for the need to coordinate with members of the Jobs and Supply Chain Technical Work Group (JSC-TWG) and a narrative depicting awareness of the current offshore wind workforce training ecosystem.

Collaboration between industry, labor, academia, and government is a priority for workforce development. Proposers must describe how they will support training and trainers, including detailing the numbers of people that need to be trained by when and for what skill sets. Proposers must be aware and detail their plans to recruit and invest in existing workforce training within the state. Plans may include funding to establish a new training center or seek to utilize existing and geographically diverse training centers, schools, and apprenticeship programs. Proposers shall prioritize hiring and training directly from local host communities as well as individuals from adjacent disadvantaged communities or historically marginalized backgrounds. Proposers should leverage participation in the JSC-TWG to coordinate with industry-wide training and education entities.

Detailed metrics on program funding and scheduling should be cross referenced with the Proposer's Economic Benefits Plan.

## H.5 Just Transition

A just workforce transition is a key a part of putting New York State on a path to the Climate Act goal of zero-emissions electricity by 2040. Proposers are required to collaborate in ensuring a just workforce transition to offshore wind and clean energy economy jobs. The Plan should describe how the Proposer is considering providing support for the transition of New York's communities, local unions, and workers impacted by reduced use of fossil fuel electricity generation or repurposing of fossil fuel infrastructure. The Plan should detail how workers are transitioned from known, New York State, fossil fuel infrastructure or other displaced workers into the clean energy economy or other adjacent fields through workforce training and innovative recruitment methods. The just transition of workers affected by Fossil Repurposing Proposals must be specifically addressed in the Plan, if applicable.

Furthermore, Proposers are encouraged to explore ways of providing new private investments to foster job growth in areas impacted by the closure of fossil fuel, coal energy plants, and nuclear energy plants.

Detailed metrics in just transition funding and scheduling should be consistent with the Proposer's Economic Benefits Plan and cross referenced in the Offer Data Form(s) and Supply Chain Investment Plan Data Form(s).

Proposers are encouraged to explore creating advisory boards comprised of community members, workers, and unions representing those workers, to evaluate any transition programs proposed which will help ensure a just transition.

Proposers may wish to consult with materials presented and produced by the Just Transition Working Group of New York's Climate Action Council, including as pertains to workforce development, power plant site reuse, and the Climate Jobs Study (materials available on [climate.ny.gov](http://climate.ny.gov)). Particular attention should be paid to Section 7 of the [Draft Scoping Plan](#).

## H.6 Jobs Commitments

The New York Jobs and Workforce Plan should contemplate all areas and types of workforce-related commitments and claims across Economic Benefits Categories 1 through 5. Corresponding data captured in the Offer Data Form(s) and Supply Chain Investment Plan Data Form(s) related to jobs should report on commitments to short-term and long-term jobs created and long-term jobs retained (including through training programs). Jobs claims must include labor hours, locations, wages, benefits, and training investments. Jobs in Disadvantaged Communities, MWBEs and SDVOBs should be identified as well. Total expenditures associated with jobs and workforce claims, including benefits and payroll taxes, will be calculated as Expected Labor Dollars and verified in accordance with Section C.1.C.2 of Appendix C.1.

*Table H.1: Template for Jobs and Workforce Claims Entry*

JW [1/2/3/4/5] ID	Detailed Description

Other commitments to support the workforce, such as expenditures for training, spending to benefit Disadvantaged Communities, and other workforce support such as childcare, transport, or other wraparound services may be captured in the Economic Benefits Plan under Category 1, Category 2, or Category 3 or in the Supply Chain Investment Plan under Category 2, Category 4 or Category 5.